

**Amendments to the Claims**

This listing of claims replaces all prior versions, and listings, of claims in this application.

**Listing of Claims:**

1. – 6. (Canceled)
7. (Previously Presented) The method of claim 70, wherein the employer information is uniform criteria for all of the employers.
8. (Previously Presented) The method of claim 70, wherein the employers are health care providers.
9. (Previously Presented) The method of claim 70, wherein the step of providing employer information further comprises providing employer information about employers that are not posting job listings on the service.
10. (Canceled)
11. (Previously Presented) The method of claim 70, wherein the step of providing employer information comprises searching for an employer matching particular employer information desired by an applicant.
12. (Original) The method of claim 11, wherein if the searching does not return a matching employer, then the method further comprises the steps of:
  - (i) storing the particular employer information desired by the applicant;

(ii) periodically searching for the particular employer information desired by the applicant; and

(iii) notifying the applicant when the searching returns a matching employer.

13. (Original) The method of claim 12, wherein the step of notifying the applicant comprises sending an email to the applicant.

14. (Original) The method of claim 12, further comprising the steps of:

storing particular employer information desired by multiple applicants; and

analyzing the stored particular employer information to provide information as to demand for certain employer criteria.

15. - 41. (Canceled)

42. (Currently Amended) A method for placing applicants into jobs comprising the steps of:

broadcasting job listings of employers to the applicants, wherein an employment placement service provider broadcasts the job listings, wherein broadcasting the job listings comprises posting the job listings on a global computer network;

denoting each job listing as being a listing for one of either a critical or a non-critical position, wherein denoting each job listing comprises:

making a preliminary determination, by the employment placement service provider, as to whether each job listing is for a critical position or a non-critical position, wherein a critical position is one that is generally in high demand and for

which only a small pool of applicants exists and a non-critical position is one that is generally easy to fill; and

marking, in a database, each job listing as either a critical position or a non-critical position in accordance with the preliminary determination;

identifying, using a computer, an applicant who is hired to fill a job listing of the broadcast job listings, wherein the job listing is for an employer;

if the filled job listing has been denoted as for a critical position, awarding a signing bonus to the applicant, wherein the employment placement service provider pays the signing bonus;

if the filled job listing has been denoted as for a non-critical position, entering the applicant in a pool of applicants for a prize drawing, wherein the pool of applicants only includes applicants that have been hired for non-critical hire positions during a specified period; and

collecting an advertising fee from the employer, wherein the employment placement service provider collects the advertising fee, wherein the advertising fee includes a fee for the employment placement service provider and a fee for the signing bonus, and wherein the employment placement service provider pays the signing bonus from the advertising fee,

wherein the job listings comprise non-critical positions and critical positions, and wherein the advertising fee is paid only for the critical hire positions that are filled and no advertising fees are paid by the employer in relation to the listing or filling of non-critical positions;

allowing employers to search a database of job applicants;

storing search queries made by employers searching the database of job applicants;  
analyzing the stored search queries made by employers to provide information as to  
demand for certain specialties or qualifications; and  
using the analysis of the stored search queries to determine appropriate signing bonus  
amounts.

43. (Canceled)

44. (Canceled)

45. (Previously Presented) The method of claim 42, wherein the step of identifying the applicant who is hired to fill the job listing comprises:

(i) requiring the applicant to reference the employment placement service provider when applying for the job listing; and

(ii) receiving, at the employment placement service provider, a notification that the applicant was hired for the job listing.

46. (Original) The method of claim 45, wherein the applicant provides the notification.

47. (Original) The method of claim 45, wherein the employer provides the notification.

48. (Previously Presented) The method of claim 47, wherein the employer provides the notification after the employment placement service provider determines that the job listing was deleted and after the employment placement service provider questions the employer.

49. (Canceled)

50. (Canceled)

51. (Canceled)

52. (Original) The method of claim 42, wherein the employer designates how much the signing bonus is.

53. (Canceled)

54. (Previously Presented) The method of claim 42, wherein the fee for the employment placement service provider is a percentage of the fee for the signing bonus.

55. (Original) The method of claim 42, wherein the step of broadcasting comprises:

- (i) notifying a group of employers that the applicant satisfies criteria of the group of employers;
- (ii) accepting bids for the applicant from the group of employers; and
- (iii) allowing the applicant to choose a desired bid.

56. (Currently Amended) A method for filling job openings comprising the steps of:

broadcasting a plurality of job listings of employers to a plurality of applicants without charging the employers an advertising fee, wherein an employment placement service provider broadcasts the plurality of job listings and wherein broadcasting comprises posting the plurality of job listings on a global computer network;

denoting each job listing as being a listing for one of either a critical or a non-critical position, wherein denoting each job listing comprises:

making a preliminary determination, by the employment placement service provider, as to whether each job listing is for a critical position or a non-critical position, wherein a critical position is one that is generally in high demand and for which only a small pool of applicants exists and a non-critical position is one that is generally easy to fill;

marking, in a database, each job listing as either a critical position or a non-critical position in accordance with the preliminary determination;

identifying, using a computer, a job listing of the plurality of job listings for which an applicant of the plurality of applicants was hired, wherein the job listing is for an employer;

charging the employer an advertising fee only for the job listing for which the applicant was hired and only if the job listing for which the applicant was hired was for a critical position, wherein the employer pays the advertising fee to the employment placement service provider;

if the filled job listing has been denoted as for a critical position, paying the applicant a signing bonus, wherein the employment placement service provider pays the signing bonus from the advertising fee; and

if the filled job listing has been denoted as for a non-critical position, entering the applicant in a pool of applicants for a prize drawing, wherein the pool of applicants only includes applicants that have been hired for non-critical hire positions during a specified

period, and wherein no fees are collected for either the listing or the filling of a non-critical position;

allowing employers to search a database of job applicants;

storing search queries made by employers searching the database of job applicants;

analyzing the stored search queries made by employers to provide information as to demand for certain specialties or qualifications; and

using the analysis of the stored search queries to determine appropriate signing bonus amounts.

57. (Canceled)

58. (Canceled)

59. (Previously Presented) The method of claim 56, wherein the employment placement service provider broadcasts the plurality of job listings, and wherein the step of identifying the job listing comprises:

(i) requiring the applicant to reference the employment placement service provider when applying for the job listing; and

(ii) receiving, at the employment placement service provider, a notification that the applicant was hired for the job listing.

60. (Original) The method of claim 59, wherein the applicant provides the notification.

61. (Original) The method of claim 59, wherein the employer provides the notification.

62. (Previously Presented) The method of claim 61, wherein the employer provides the notification after the employment placement service provider determines that the job listing was deleted and after the employment placement service provider questions the employer.

63. (Canceled)

64. (Canceled)

65. (Canceled)

66. (Previously Presented) The method of claim 56, wherein the employer designates how much the signing bonus is.

67. (Previously Presented) The method of claim 66, wherein the employment placement service provider broadcasts the plurality of job listings, identifies the job listing for which an applicant of the plurality of applicants was hired, and charges the employer the advertising fee.

68. (Previously Presented) The method of claim 55, wherein a bid of the bids comprises one or more of compensation, a bonus, and a working condition.

69. (Previously Presented) The method of claim 42, wherein a job listing of the job listings comprises a title, a job number, a department name, an opening date, an employer name, an indicator of whether or not the job is part-time, a description, a job class, a job search class, a number of part-time hours, a start pay from field, a start pay to field, a number of leave days, an indicator of whether or not relocation is offered, a signing bonus amount, an amount of



experience required, an amount of education required, a shift type, a flex type, an email address, a contact, a closing date, a reason closed, a date entered field, an entered by field, a last updated date field, a last updated by field, and a job id.

70. (Previously Presented) The method of claim 42, further comprising providing employer information about the employers.

71. (Previously Presented) The method of claim 70, wherein the employer information comprises an employer name, an address, an account status, a facility type, a phone number, a fax number, a home page address, an email address, a number of beds, a number of employees, a description, an indicator of whether or not a teaching facility, an indicator of whether or not a stat facility, an indicator of whether or not a federal facility, an indicator of whether or not a military facility, a trauma level, an employee healthcare insurance contribution, a total leave amount, an indicator of whether or not a relocation package is offered, an indicator of whether or not a sign on bonus is offered, an indicator of whether or not a tuition reimbursement is offered, an indicator of whether or not a fitness center is available, an indicator of whether or not a dental program is offered, an indicator of whether or not a vision program is offered, and an indicator of whether or not a day care center is available.

72. (Previously Presented) The method of claim 42, further comprising limiting signing bonuses paid to the applicant to a predetermined number within a defined time period.

73. (Previously Presented) The method of claim 72, wherein the predetermined number comprises two and the defined time period comprises one year.

74. (Previously Presented) The method of claim 42, wherein the employers are hospitals, wherein the job listings include departments of the employers, and wherein the method further comprises:

receiving a search request for job listings pertaining to a specialty occupation;

identifying pertinent job listings that have departments associated with the specialty occupation; and

returning search results listing the pertinent job listings.

75. (Previously Presented) The method of claim 42, wherein the fee for the signing bonus is based on whether a position of the job listing is one of in high demand and highly compensated and wherein the fee for the employment service provider is a percentage of the fee for the signing bonus.

76. (Previously Presented) The method of claim 70, further comprising allowing the applicant to compare the job listings and the employer information.

77. (Canceled)

78. (Previously Presented) The method of claim 42, further comprising allowing the applicant to access informational websites owned by the employment service provider.

79. (Canceled)

80. (Canceled)

81. (Previously Presented) The method of claim 42, wherein the employment placement service provider allows employers to broadcast an unlimited number of job listings for non-critical positions without charging any fees to the respective employers in relation to the broadcasting or filling of the non-critical positions.